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MEMORANDUM FOR THE RECORD OF THE CLARK COMMITTEE

1. Colonel Miller started the day by telling Mr. Reynolds that for the sake of an argument, he would assume that the ADP neither directed nor controlled the employees of CIA, due to the fact that the Agency was overly decentralized and compartmented.

2. Colonel Miller, in later discussions, showed he was principally concerned in the fact that decentralization encourages favoritism in respective offices and encouraged promotions that were not based on agency-wide availability. He projected this same theme of favoritism into the field of recruitment and asked whether future potential of an individual was rewarded by a higher starting salary than those ordinarily awarded individuals hired against a specific vacancy such as clerk-typist. In other words, was the Smith graduate hired as a clerk-typist given a higher grade than a high school graduate applying for the same job.

3. Colonel Miller and McGruder both were concerned over the fact that an individual's career was not guided and directed by higher authority, such as in the army, and that unless an individual pushed his own career through "apple polishing", he was generally the "forgotten man".

4. McGruder again exploded over the subject of the polygraph, a favorite bad dream of his. This came up over the subject of recruitment, when he asked if a proposed employee was advised of the polygraph test on which his employment would hang or fall. When told "specifically no", he asked if the polygraph didn't present a terrible morale problem, and asked what personnel was doing to back up its people, since the term "personnel security", in his estimation, gives the responsibility to this office to act as Dorothy Dix for all the disgruntled workers. When told that Personnel had little concern in this matter, he stated he would take up the whole subject directly with the DCI at his first opportunity. McGruder thinks that just as the AEC (his alma mater) threw out the idea of the polygraph, so should we.

5. Colonel Miller still feels he will be given a tour of the DCI's office after he finished Personnel, thus winding up his formal tour of the Agency. He does not know what, if anything, has been planned for him there, but assumes he will be escorted thither next week sometime.

cc: Inspector General

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